2026 IMPACT REPORT



PFLAG

SAN FRANCISCO

WHO WE ARE

PFLAG San Francisco works to create an equitable, inclusive world where every LGBTQ+ person is safe, celebrated, empowered, and loved. We are dedicated to supporting, educating, and advocating for LGBTQ+ people and those who love them.

Get the latest news and join the conversation.
For more information, visit pflagsf.org

Find us @pflagsf

COVER ILLUSTRATION

Najeebah Al-Ghadban is a designer, art director, and collage-artist from Kuwait, currently based in New York. Through the cutting away or transfiguration of images, she explores themes of the human psyche. Her collages become portraits that are an invitation to interiority. Najeebah's work has been exhibited in New York, San Francisco, and Kuwait.



Photo by Georgia Hilmer



Equality California's Advocacy Day
March 25, 2026

2026

A YEAR OF SHOWING UP



Rob at the Trans March
June 26, 2026

Dear PFLAG family,

Love asks us to pay attention. To listen when someone tells us who they are. To keep learning when our understanding falls short. To speak up when someone's dignity, safety, or belonging is threatened.

At PFLAG San Francisco, we put that love into practice together.

We dedicated 2026 to advocacy, building on the support we strengthened in 2025. Our members traveled to Sacramento to speak with lawmakers, joined coalition efforts, and carried messages of affirmation into Pride celebrations across the Bay Area. We also kept making room for the conversations that sustain this work: in support groups, with guest speakers, and around a shared table.

The connection between these efforts matters. Listening helps us understand what people need. Education helps us respond thoughtfully. Advocacy asks us to carry that understanding into decisions that affect other people's lives.

This year, the regional summit brought chapters together to exchange ideas and strengthen relationships. We supported the inaugural Firefly Conference, which brought families of trans youth and allies together in Walnut Creek, CA. Our welcome to visiting educators from Japan grew into a collaboration with PFLAG National on a Japanese translation of *Our Children*.

Trans and nonbinary people have always existed, and always will. They deserve safety, affirming care, dignity, and, above all, a loving and affirming world. We will keep listening, learning, and organizing in support of that future.

To the LGBTQ+ people who share their knowledge and leadership with this chapter: thank you. To the parents, families, friends, and allies learning how to offer better support: keep listening, keep asking, and keep growing. To our facilitators, volunteers, members, partners, and donors: you make this community possible.

As we gather for our annual celebration, I hope you recognize your own contribution in these pages. Perhaps you welcomed someone, helped organize an event, shared a resource, or returned to the group when you needed connection yourself. All of those acts belong to this story.

Our work continues. So does our commitment to one another.

With gratitude and love,

Robert Costic
President,
PFLAG San Francisco

On the Shoulders of Giants

The welcome we offer today has a history. In 1978, Bernice Becker and Leslie Bunch helped establish the parents' group that became our chapter. Later, Julia and Sam Thoron opened their home for board meetings, mentored chapter leaders, and publicly spoke out against anti-LGBTQ legislation that impacted their family.

This year, we lost Julia Miller Thoron (1940–2026). We remember her with deep affection and gratitude. A former chapter president, Julia helped families feel less alone at vulnerable moments in their lives. Her care shaped this organization and the people who found a home here.

Remembering these leaders gives us a responsibility: to keep that space open, and to make room for the people and experiences that will shape what comes next.



Julia (1940-2026) and Sam (1939–2018) Thoron
No On Prop 8 Campaign Commercial, 2008

2026

BY THE NUMBERS

95%
Attendees felt more connected or supported after a support group

677
Books packed for PFLAG chapters with **Books Not Bans**

10,000
New followers on social media

24×
Increase in traffic to our website

A PLACE TO BE HEARD

A YEAR OF SUPPORT

Whether you're searching for answers, sharing your journey, or holding space in silence — there is always room for you.

Throughout 2026, our free monthly virtual meetings offered a continuing place for LGBTQ+ people, parents, caregivers, and allies to connect, with our amazing facilitator, Mere Abrams, creating a welcoming space.

Four special-topic gatherings created additional opportunities to learn together. We listened to trans and nonbinary young adults, explored neurodiversity and gender, discussed supporting loved ones through gender-affirming care, and reflected on past experiences and what we can learn from them in Looking Back to Move Forward.

Thank you to our young adult panelists and to Mere, Janna Barkin, and Linn Chiu of UCSF Health for sharing their experience and knowledge in these sessions. In our monthly sessions, we talked about a range of topics, including the fear and anxiety we are all experiencing given the current climate of erasure.

This year, beyond parents of transgender, gay, and queer kids, we welcomed siblings, grandparents, and LGBTQ+ individuals seeking support. We've also had people from other states (and even countries) attend our support group looking for connection.

Connection also grew beyond the screen as we created more opportunities to gather in person. Ann Daniels hosted a potluck in May, we participated in tabling events including the Castro Street Fair, and our Annual Holiday Party is coming up this December.

Building on that momentum, we recognize the importance of face-to-face support and are excited to launch our new in-person support group in Marin. The group launches Tuesday, November 17, and is facilitated by Janna Barkin.

Our support group is a place people return to as life shifts and journeys evolve.



Alex and Shelly at the Trans March
June 26, 2026

In Their Own Words

My husband and I joined PFLAG SF right after our trans daughter came out to us, just as she was leaving her job and moving out of state. We were grieving the loss of our son, scared of the unknown and the political climate, and fearful of the future. In PFLAG we found a community of allies, many of whom had walked a similar path. For the year we couldn't tell anyone about our daughter's transition, they were the only people we could turn to with our fears and questions. Mere, the therapist who leads our group, guides us with compassion and experience. PFLAG has given us friendship, education, and a true home, helping us celebrate our child's journey and become allies for others.

SHELLY AND ALEX
Proud parents of a transgender woman

MORE ABOUT

Janna Barkin

Janna Barkin (she/her) is a nationally recognized author, speaker, and workshop facilitator for parents of trans kids and the professionals that support them. She leads support groups for parents/caregivers and grandparents of transgender, gender expansive, and questioning youth, and her blog has been published in the Huffington Post. She is based in California.



Helping Firefly Shine

Supporting a gathering for trans youth and their families

Families need places where practical questions and everyday joy can share the same space.

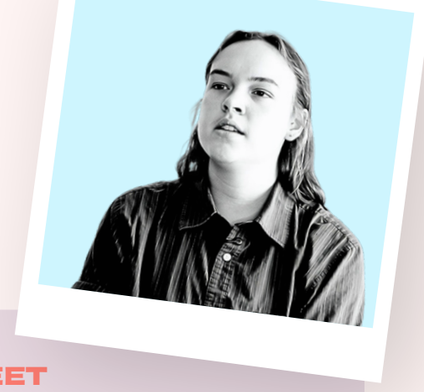
On August 1–2, Firefly Collective and Caterpillar Club brought that idea to Walnut Creek for the inaugural Firefly Conference. The gathering connected families of trans youth and allies with providers, legal experts, advocates, artists, and each other.

In talking with the Firefly team, we quickly realized that what they were putting together was not just special—it was critical. We went all in on supporting them and their mission.

The weekend included learning about rights and caregiver advocacy, family and youth peer support, and opportunities for self-expression. Art, music, gender-affirming haircuts, and a clothing swap were part of the program alongside its educational offerings. San Francisco's beloved Honey Mahogany delivered an incredibly moving keynote.

Young people need both support and room to express themselves. Firefly made space for those needs within the same gathering.

We are grateful to Firefly Collective and Caterpillar Club for their work, and to the families, presenters, volunteers, and supporters who contributed to this inaugural weekend. Supporting their effort was a meaningful part of our year.



MEET

Rose Solga

Summer Intern

THEY / THEM

We were incredibly fortunate to have Rose Solga on the PFLAG San Francisco team through a joint internship with PFLAG Oakland/East Bay. A fourth-year student at Oberlin College, Rose brought a wonderfully strong and unique perspective to our work.

Rose organized the PFLAG contingent in the SF Pride Parade this year, managed tabling events, and participated in the Trans March. After observing the SFPD's use of excessive force at the end of the Trans March, Rose courageously shared a testimonial on our social channels detailing what they saw and how it impacted their experience during Pride weekend.

Rose was also instrumental in planning the 2026 Mid-Pacific Regional Summit, most notably through their work organizing the programming. This year's sessions were especially spectacular as a direct result of Rose's contributions. We are grateful for Rose's curiosity, attention to detail, and willingness to share their perspective—as well as the collaboration with PFLAG Oakland/East Bay that made this joint internship such a success.

Thank you, Rose. We look forward to seeing where your curiosity and creativity take you next!

PRIDE!

Across the Bay Area, we made ourselves visible



Marching at the SF Pride Parade
June 28, 2026



PFLAG Oakland/East Bay, Oakland Pride
August 16, 2026



SF Pride PFLAG Contingent
June 28, 2026



Rob and Seán
San Bruno Pride
June 20, 2026



Pascale, Alex, Shelly, Kathy, Rose, and Karen
Trans March, June 26, 2026

Pride is our biggest annual event, and San Francisco Pride gave us a joyful public moment to share with our community. More than 70 people marched in our contingent, bringing together PFLAG SF and neighboring chapters, including Oakland/East Bay, Danville/San Ramon Valley, Fresno, and San Jose.

The preparation was part of the gathering, too. Our poster-making party gave people a chance to put their messages into words (and pictures) before carrying them into the parade. Before the busy Pride weekend, Herman Miller hosted PFLAG San Francisco at their store for a panel on what it means to belong. We shared stories, talked about our journeys, and officially kicked off Pride with a performance by the one and only Juannina Million. The parade itself makes our chapter's welcome visible: families, friends, LGBTQ+ people, and allies standing together, holding signs that read "You are loved" and "I love my trans child."

Our Pride season reached beyond San Francisco. We tabled at San Bruno's inaugural Pride and joined PFLAG Oakland/East Bay at Oakland Pride. We are grateful to Oakland/East Bay for their continued partnership and for inviting us to participate in their contingent.

At the Trans March, we joined a gathering centered on trans people, their leadership, and their lives. Our place there was to stand in support of our friends and family—and for some of us, that included our kids. The unfortunate events at the end of the march, where we witnessed SFPD's excessive use of force against a marginalized community, cast a shadow over the day. Rose's eloquent testimony can be found on our social media accounts.

Each gathering offered an invitation to find PFLAG again: for support, for learning, or for a chance to give back.



Juannina Million and Juan Carlos
Herman Miller, June 25, 2026



Tali, Proud Mom
Pride! 2026



Kathy and Bruce
Pride! 2026



Karen
Pride! 2026

REGIONAL SUMMIT

LOVE OUT LOUD

While PFLAG chapters share a unified mission, each chapter brings unique experience shaped by the people and communities it serves.

On October 10, the Mid-Pacific Regional Summit brought our local chapters together at Skyline College. PFLAG San Francisco helped organize a day of learning and connection alongside regional leaders, neighboring chapters, and community partners.

The program reached into the essential, everyday work of our chapters: mental health, building a more inclusive community, safety, schools, asylum, legislative advocacy, and caring for our queer and trans inner children. Mere Abrams delivered the keynote.

The value of the day extended far beyond the agenda. Attendees shared that they learned a great deal and felt the welcoming environment enabled meaningful connections across chapters.

Thank you to Drew Harbaugh, the regional planning team, and the chapter volunteers and partners who brought the summit together. Their dedicated planning and follow-through made this gathering possible.



Mid-Pacific Regional Summit
October 10, 2026



PFLAG San Francisco
Regional Summit, Oct. 10, 2026

OUR COLLECTIVE VOICE

A YEAR OF ADVOCACY

It's been a full year of advocating for LGBTQ+ rights, highlighted by regular advocacy actions, outreach, and close work with coalition partners.



Equality California's Advocacy Day
March 25, 2026

On March 25, PFLAG San Francisco members traveled to Sacramento for Equality California's Advocacy Day, bringing the concerns of LGBTQ+ people and their families into conversations with lawmakers. They discussed 12 bills and a priority budget request, and gave insight into the care and concern that we all carry for our loved ones in this difficult political climate. The visit gave our chapter a direct way to connect the concerns people bring to our community with decisions being considered at the Capitol—a way for our members to make their voices heard by those in power.

Throughout the spring and summer, we collaborated with partners from Rainbow Families Action and Families United for Trans Rights in numerous in-person and virtual meetings with state and federal representatives, the California Attorney General's office, and state legislative committees. We were able to inform even our most supportive elected officials about on-the-ground issues that they were unaware of, and they all let us know how important our communications were.

Spring also saw the launch of our monthly advocacy action alerts. Each alert addresses one or two top current issues, including chosen-family bereavement leave, support for LGBTQ+ veterans, LGBTQ+ youth crisis support, safety resources for nonprofit events, safeguards against gender-based stereotypes in criminal proceedings, and ballot initiatives threatening the voting rights of vulnerable groups. Perhaps the biggest issue over several months: opposition to the proposed federal rules eliminating funding for providers of gender-affirming care, and successful advocacy for state funding to protect against the loss of federal funds. Advocacy alerts are focused on helping people write the kinds of personal, individual messages that our lawmakers have let us know mean the most. They're part of our monthly newsletters, and they also go out to every PFLAG chapter in California as well as advocates and partner organizations nationwide. We've also brought advocacy to the public, including a postcard-writing party on funding issues and helping people fill out cards to legislators at the Pride Parade.

Advocacy was a principal topic at the October Mid-Pacific Summit, with a presentation on the workings of the state legislature and an opportunity for local chapters to network and plan further advocacy action. And the week before, Advocacy director Ann was part of a panel presentation on advocacy at the Southern Pacific Regional Summit, telling attendees: "there are so many ways to be an advocate. Talk to your friends. Go to a school board meeting. Wear your PFLAG t-shirts and buttons. You're all advocates - keep up the good work!"



Chatting with Assemblymember Rick Zbur
Equality California's Advocacy Day
March 25, 2026

Meeting People Where They Are

Outreach brought us to San Francisco State University's EROS fairs in March and October along with the Castro Street Fair. These events offered opportunities to introduce PFLAG, share resources, and listen to the San Francisco community.

And we had national reach as well! We packed **677 books** for PFLAG chapters nationwide through **Books Not Bans**, contributing to the work of bringing banned LGBTQ+ books to communities across the United States.

In October, Advocacy Director Ann met with a dozen students from the University of Utah, in town for an "alternate break" focusing on queer advocacy. Ann talked about PFLAG and our work and the situation in California; the students talked about being true to themselves and advocating for the things they believe in, in the face of state laws that sometimes prohibit even talking about the threats to LGBTQ+ folk.

Strength in Numbers

PFLAG San Francisco recognizes that our fight cannot be won alone. This year, we joined forces with other organizations on these advocacy efforts.

February
Joined a coalition request for $26 million to protect transgender health care.

March
Supported veterans' services (AB 1775), bereavement leave for chosen or extended family (SB 1149, Senate Labor Committee), and nonprofit event security (AB 1836).

April
Backed safeguards against gender stereotypes in criminal cases (AB 2014), restoring LGBTQ+ youth crisis support (AB 1540), and SB 1149 before Senate Appropriations.

June
Supported SB 1149 before the Senate Labor Committee, and urged state funding of $26 million for transgender health care and $30 million for uncompensated care.

August
Backed SB 1149 before Assembly Appropriations and on the Assembly floor; urged the governor to sign SB 1149 and AB 1775.

Federal Public Comments
Opposed two proposals restricting young people's gender-affirming care: one targeting hospitals, the other Medicaid and CHIP funding.

A YEAR OF EDUCATION

Our speaker series brought people together to listen to lived experience, ask questions, and learn from people doing the work. Guests helped us understand intersex advocacy, asylum, school protections, and the campaigns confronting LGBTQ+ students and families.

Beyond the live conversation: Recordings and speaker clips gave people ways to return to material or catch up afterward. Our social channels also carried parent reflections, LGBTQ+ history, resources, and invitations to take part. Rob Costic and Devin Caliboso were interviewed on ABC7 about support around Coming Out Day.

We also shared partner learning opportunities, including Healthcare in the Trans Community with Dr. Diane Ehrensaft and Kellan Baker of FUTR. Thank you to everyone who shared knowledge with our community.



MEET

Devin Caliboso

Devin joined our volunteer team this year, bringing his writing and storytelling skills to help share PFLAG's message with a wider audience.

Love Finds New Words

When visiting educators from Japan asked to meet with PFLAG San Francisco, Rob welcomed them and shared PFLAG resources. That June conversation became the beginning of an ongoing collaboration.



FROM RIGHT: **Miyuki Kita, Rob Costic, and fellow researchers from Japan**
June 27, 2026

Professor Miyuki Kita brought the materials to a family-support group in Fukuoka in July. She then proposed translating PFLAG's *Our Children* into Japanese with the blessing of PFLAG National.

Miyuki's work involved more than translating individual words. She carefully considered terminology, cultural context, explanatory notes, and local resources relevant to readers in Japan. Throughout the process, Miyuki worked with PFLAG National staff and reviewers, including Stacia Kato.

We are grateful to Miyuki for her care and scholarship, and to PFLAG National for their continued partnership. Our role began with a simple welcome, shared resources, and an introduction that ultimately connected this work across languages, communities, and continents.

PFLAG TALKS

Speaker Series

This year we hosted nationally recognized experts, providing our community with information and inspiration.



Kenan Arun
The LGBT Asylum Project



Dan Frank
STOP Moms for Liberty



Hannah Sumner
Seattle Voice Lab



Bria Brown-King
interACT



Dr. sj Miller
Author, Educator



Mike Urbanski
MONARCA



Lucas Wilson
Conversion Therapy Survivor



Killjoy Institute
Accessible Political Education



Erin Arendse
Equality California

FINANCES

We steward every dollar with care and transparency. Here's how your support powered our mission in 2026.



- **Individual Donations** 40%
- **Membership** 22%
- **Programs & Support** 54%
- **Operations** 37%
- **Interest & Distributions** 29%
- **Corporate Support** 9%
- **Marketing & Communications** 9%

Thank You

Your support helps us keep showing up for LGBTQ+ people and those who love them. We are grateful for every contribution to this work.

PFLAG San Francisco runs on the time, care, and contributions of its community. Members and donors help sustain the chapter. Volunteers and facilitators make the programs happen. Partners share knowledge, resources, and opportunities to work together.

The people behind the work
To our board, facilitators, speakers, volunteers, members, donors, and partner organizations: thank you. To everyone who attended, asked a question, shared their experience, or invited someone else into the community: you are part of this chapter's work, too.

PFLAG SAN FRANCISCO

MEET OUR BOARD



Robert Costic
President



Robert is an attorney and longtime advocate for LGBTQ+ people. He oversaw law-enforcement legal requests at Google and served in DC's Metropolitan Police Special Liaison Branch on hate crimes, domestic violence, and mental health crises. He lives in SoMa with his husband and two cats.

Sandhya Ramakrishnan
Board Member



Sandhya is a data analytics leader with 10+ years across banking, consulting, engineering, and big tech. At PwC's Data Risk & Privacy practice, she leads teams solving complex regulatory and strategic challenges. A lifelong ally, she volunteers to strengthen local communities.

Karen Rhein
Board Member

Born in SF, Karen began teaching during the AIDS crisis, creating classes on sexual health, gender, emotional well-being, and drug education, and co-founding a high school counseling center. Now a beekeeper, she co-runs Bee Chicks Hive Services and lives in Berkeley with her family and pets.

Bruce Rosepapa
Secretary



Bruce spent 40 years in HR across tech and insurance, including 10 at Comcast/NBCUniversal. Now retired, he fundraises with Bay Area bookstores and schools to put books in kids' hands and is exploring indie film. A devoted traveler, he's proud to support PFLAG.

Nate Mueller
Board Member



Nate is a multidisciplinary digital director with 11+ years leading brand development, product and publication design, apps, websites, video, and cross-channel campaigns. A RISD graduate (MFA, Digital + Media) with a BFA from the University of Akron, he brings a maker's mindset.

Seth Frohman
Board Member



Seth is a retired healthcare operations leader, most recently VP of Operations at a managed care company serving workers with catastrophic injuries. A clinical social worker (MSW), he led high-performing teams. Seth and his husband of 44 years raised two daughters and serve on community boards.

Mark Doty
Board Member



Mark's career spans agencies and in-house roles in fintech, insurance, healthcare, banking, and genealogy. He's an award-winning marketer in digital, advertising, and fundraising. A longtime LGBTQIA+ community member, Mark is excited to serve PFLAG.

Tali Pinkham
Board Member



Tali is a registered nurse and public health nurse. She spent 40 years in a neonatal ICU and the last decade coordinating a high-risk infant follow-up clinic supporting development to age three. She connects underserved families to early-intervention care and is a proud parent and PFLAG ally.

Ann Daniels
Board Member



Ann brings experience in law, reproductive rights, and adult literacy to her civil rights advocacy. An experienced writer, editor, and public speaker, she has served on nonprofit boards and advisory committees. Today, LGBTQ+ rights, especially trans rights, are her focus.

FAREWELL

Seán Ó Cinnéide

As treasurer, Seán Ó Cinnéide took care of the work our chapter depended on, but his presence reached far beyond his official role. Seán showed up for events—including San Bruno Pride—and always followed through on his promises. People trusted him to get the job done and to do it well.

There was always laughter. We remember how often getting together with Seán meant everyone was laughing. Along with his dependability came the genuine pleasure of spending time with him.

As Seán returns to Ireland, we want to thank him for both: the work he carried and the warmth he brought to those around him.

Seán, we are going to miss you. Thank you for all your contributions to the chapter and for always showing up.

Our Year of Support in 2025 helped strengthen the foundation for 2026's Year of Advocacy. As we look toward 2027, we are exploring a greater focus on helping more people encounter reliable information, hear LGBTQ+ perspectives, and recognize the support available in their community.

Be a Part of What Comes Next

FIND SUPPORT
Come to a virtual meeting or register for our new in-person group in Marin.

BECOME A MEMBER
Join the community sustaining PFLAG San Francisco.

VOLUNTEER
Bring your time, skills, and interests to the work of the chapter.

GIVE
Help sustain local support, education, and advocacy.

Learn more at **PFLAGSF.ORG**

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